

COBB COUNTY SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

STEP	Rank A	Rank B	Rank C	Rank D	Rank E	Rank F	Rank G	Rank H	Rank I	Rank J1	Rank J	Rank K	Rank M
	NW01	NW02	NW03	NW04	NW05	NW06	NW07	NW08	NW09	NW15	NW10	NW11	NW13
1	25.86	24.86	23.24	22.86	21.94	20.92	19.99	18.96	17.99	17.54	16.97	16.02	14.02
2	26.40	25.36	24.36	23.34	22.38	21.32	20.33	19.33	18.28	17.86	17.29	16.29	14.23
3	26.92	25.86	24.84	23.82	22.77	21.73	20.73	19.66	18.63	18.20	17.63	16.60	14.54
4	27.43	26.38	25.28	24.28	23.21	22.14	21.12	20.04	18.98	18.53	17.96	16.88	14.75
5	27.95	26.86	25.77	24.69	23.64	22.52	21.51	20.37	19.33	18.78	18.21	17.19	14.97
6	28.50	27.37	26.27	25.17	24.04	22.93	21.87	20.73	19.64	19.12	18.54	17.43	15.23
7	29.33	27.87	26.72	25.60	24.47	23.34	22.23	21.12	20.01	19.43	18.86	17.69	15.45
8	29.48	28.32	27.18	26.05	24.91	23.76	22.61	21.43	20.32	19.74	19.17	18.01	15.73
9	30.03	28.82	27.63	26.48	25.29	24.16	22.97	21.82	20.66	20.04	19.47	18.26	15.98
10	30.60	29.37	28.17	26.95	25.77	24.57	23.37	22.16	20.96	20.33	19.76	18.59	16.18
11	31.07	29.87	28.66	27.42	26.20	24.94	23.76	22.51	21.31	20.64	20.07	18.88	16.43
12	31.57	30.33	29.12	27.87	26.63	25.36	24.09	22.84	21.62	20.94	20.37	19.17	16.65
13	32.12	30.80	29.56	28.28	27.03	25.77	24.51	23.24	21.97	21.28	20.71	19.43	16.89
14	32.63	31.32	30.05	28.77	27.46	26.17	24.87	23.62	22.29	21.54	20.97	19.72	17.14
15-17	33.15	31.85	30.56	29.21	27.92	26.55	25.26	23.94	22.67	21.88	21.31	20.02	17.37
18-20	33.67	32.30	31.02	29.62	28.31	26.98	25.63	24.31	22.96	22.18	21.61	20.31	17.63
21-23	34.20	32.83	31.47	30.08	28.77	27.41	26.03	24.66	23.29	22.52	21.94	20.59	17.83
24-26	34.74	33.33	31.95	30.60	29.20	27.80	26.41	25.01	23.64	22.80	22.23	20.87	18.11
27-29	35.29	33.87	32.47	31.07	29.60	28.21	26.80	25.32	23.93	23.08	22.51	21.16	18.32
30+	35.76	34.37	32.95	31.55	30.05	28.63	27.13	25.71	24.28	23.39	22.82	21.42	18.58

FLSA Category: Non-Exempt Hourly

Positions are 258 days per year; 8 hours per day

Hourly rates are rounded to the nearest hundredth

Classified Hourly Employees - Maintenance, Custodial and Warehouse

2021-2022

Step Placement/Evaluation of Previous Experience

Employees will be assigned a salary level based on appropriate experience. One step is granted for each year of verified same-type work experience. All experience must be listed on the original application and verified by completing the appropriate CCSD Experience Verification Form. **It is the responsibility of the employee to obtain documentation to verify qualifications and work experience.**

A maximum of 3 years of credit will be given for active duty military experience. Additional years may be granted, year for year, for verified similar work experience. **Form DD214 must be submitted for review.**

Budget permitting, a step may be granted, annually, at the beginning of each work year upon **satisfactory** completion of a year's service (**see Work Day Calendar**). The following exceptions apply:

- An employee who does not work a sufficient number of days to qualify for 1-year of service credit **or**
- An employee who receives an unsatisfactory annual evaluation (**Policy/Rule reference: GBA-R (9)**)

Supplements

Employees working on the night shift shall receive an additional \$.28 per hour above base pay; however, the employee must work 60% of his/her time after 6:00 p.m. to receive this supplement. If an employee has a CDL that is required for the performance of job duties that are not the main scope of the job, an additional \$.70 per hour may be provided.

Foremen will receive an additional supplement of up to 10% of their salary.

Master Mechanics (Electrical, Plumbing, Refrigeration, Heating and Air Conditioning) will be reimbursed for the annual cost of any required license in the performance of their duties and responsibilities.

Classified Hourly Employee Positions - Maintenance, Custodial and Warehouse Employees

2021-2022

Rank	Positions
A - NW01	Foreman, HVAC DDC & Scheduling; Foreman, HVAC Master Technician; Foreman, Refrigeration/Kitchen Equipment Technician; Foreman, Multi-Trade; HVAC Master Technician; Refrigeration/Kitchen Equipment Technician
B - NW02	Boiler Mechanic
C - NW03	Emergency Generator Technician; Equipment Mechanic II; Low Voltage Systems Technician; Master Electrician; Master Plumber
D - NW04	Carpenter II; Locksmith; Paint & Body Mechanic; Vehicle Mechanic III (Lead Man)
E - NW05	Building Engineer; Grounds Equipment Operator; HVAC Technician; Vehicle Mechanic II (Lead Man)
F - NW06	Vehicle Mechanic I
G - NW07	Carpenter I; Carpet Repairperson; Custodial Equipment Mechanic; Electrician; Plumber
H - NW08	Food Nutrition Services (FNS) Warehouseman; FNS Warehouse & Delivery Foreman; Glazier; Head Groundskeeper; Indoor Environmental Quality Technician; Painter; Preventive Maintenance Mechanic; Roofer; Warehouseperson; Warehouse Foreman
I - NW09	Equipment Mechanic I
J1 -NW15	Head Custodian II
J - NW10	FNS Delivery Person; Maintenance Helper; Warehouse Associate
K - NW11	Fleet Maintenance Helper; Groundskeeper; Head Custodian I
M - NW13	Custodian